

ELK GROVE UNIFIED SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
Salary Schedule #23 2025-2026

Classification	Training							
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7+
Paraeducator I **	301	\$ 18.63	\$ 19.00	\$ 19.38	\$ 19.77	\$ 20.37	\$ 20.97	\$ 21.82
	302*	19.18	19.56	19.95	20.37	20.97	21.60	22.48
	303*	19.76	20.15	20.55	20.97	21.60	22.25	23.15
	304*	20.36	20.76	21.17	21.60	22.25	22.92	23.84
	305*	20.96	21.38	21.81	22.25	22.92	23.61	24.55
	306*	21.59	22.02	22.46	22.92	23.61	24.32	25.29
Paraeducator II ***	321	\$ 19.07	\$ 19.45	\$ 19.84	\$ 20.23	\$ 20.84	\$ 21.47	\$ 22.32
	322*	19.65	20.04	20.44	20.84	21.47	22.12	22.99
	323*	20.23	20.63	21.06	21.47	22.12	22.78	23.68
	324*	20.84	21.25	21.69	22.12	22.78	23.46	24.40
	325*	21.47	21.89	22.33	22.78	23.46	24.16	25.13
	326*	22.11	22.55	23.00	23.46	24.16	24.88	25.88
Paraeducator III ****	351	\$ 20.76	\$ 21.17	\$ 21.59	\$ 22.03	\$ 22.69	\$ 23.36	\$ 24.30
	352*	21.38	21.81	22.24	22.69	23.36	24.07	25.03
	353*	22.02	22.47	22.91	23.36	24.07	24.79	25.79
	354*	22.67	23.14	23.60	24.07	24.79	25.53	26.56
	355*	23.35	23.83	24.31	24.79	25.53	26.29	27.35
	356*	24.06	24.54	25.04	25.53	26.29	27.08	28.17
Child Associate	371	\$ 21.77	\$ 22.20	\$ 22.64	\$ 23.10	\$ 23.79	\$ 24.50	\$ 25.48
Family Advocate - Bilingual	372*	22.42	22.87	23.32	23.79	24.50	25.23	26.24
Family Advocate - General	373*	23.09	23.56	24.02	24.50	25.23	25.98	27.02
Family, School, Community Liaison	374*	23.78	24.27	24.75	25.23	25.98	26.76	27.84
Paraeducator - Early Childhood Education (ECE)	375*	24.49	25.00	25.49	25.98	26.76	27.57	28.67
Parent Liaison	376*	25.22	25.75	26.25	26.76	27.57	28.40	29.53
Teaching Associate, General								
Teaching Associate, Infant/Toddler Program								
Paraeducator IV	391	\$ 23.29	\$ 23.75	\$ 24.23	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.26
	392*	23.99	24.47	24.96	25.45	26.21	27.00	28.08
	393*	24.70	25.21	25.71	26.21	27.00	27.80	28.91
	394*	25.44	25.97	26.48	27.00	27.80	28.64	29.78
	395*	26.20	26.75	27.27	27.81	28.63	29.50	30.68
Educational Interpreter for the Deaf & Hard of Hearing	511	\$ 27.22	\$ 28.58	\$ 30.01	\$ 31.51	\$ 33.09	\$ 34.75	\$ 36.49
Health Assistant - Special Education	512*	28.03	29.43	30.91	32.46	34.08	35.79	37.58
Job Development Specialist	513*	28.88	30.32	31.83	33.44	35.10	36.86	38.70
Program Educator	514*	29.74	31.23	32.79	34.44	36.15	37.96	39.87
Project Implementor	515*	30.64	32.16	33.77	35.47	37.23	39.11	41.06
Project Implementor - Substance Abuse Prevention Educator	516*	31.56	33.13	34.78	36.53	38.34	40.28	42.30
Teaching Associate - Bilingual/Translator Interpreter								
Health Assistant II (Licensed Vocational Nurse)	531	\$ 29.12	\$ 30.58	\$ 32.11	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.03
	532*	30.00	31.50	33.07	34.73	36.46	38.28	40.20
	533*	30.90	32.44	34.06	35.77	37.56	39.43	41.40
	534*	31.82	33.41	35.09	36.84	38.68	40.62	42.65
	535*	32.78	34.42	36.14	37.95	39.84	41.83	43.93
	536*	33.76	35.45	37.22	39.08	41.04	43.09	45.24
PreK Instructor	611	\$ 36.15	\$ 37.23	\$ 38.34	\$ 39.53	\$ 40.71	\$ 41.93	\$ 43.67
	612*	37.23	38.34	39.49	40.71	41.93	43.19	44.98
	613*	38.35	39.50	40.67	41.94	43.19	44.47	46.32
	614*	39.51	40.68	41.90	43.20	44.48	45.80	47.71
	615*	40.70	41.91	43.14	44.48	45.81	47.18	49.14
	616*	41.92	43.17	44.43	45.81	47.18	48.60	50.62

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LONGEVITY BONUS AT THE COMPLETION OF:

7th year	\$ 712
10th year	\$ 1,066
13th year	\$ 1,392
16th year	\$ 1,758
19th year	\$ 2,111
22nd year	\$ 2,487
25th year	\$ 2,858

- * Advancement to training class levels is based upon units/hours earned after date of hire.
- ** Effective 1/1/2024: Former associated classifications were Paraeducator - General and Paraeducator - Pre-Kindergarten.
- *** Effective 1/1/2024: Former associated classification was Paraeducator - Special Education, Mild/Moderate.
- **** Effective 1/1/2024: Former associated classification was Paraeducator - Special Education, Moderate/Severe.

For newly hired employees, initial salary placement is based on prior years of related/parallel, full time, evaluated work experience. This work experience must be verifiable. Initial salary placement may be contested only during the employee's probationary period.

SUBSTITUTE EMPLOYEES:

The pay period is from the 16th of the month to the 15th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

All classified EGUSD retirees, when substituting in the classification they retired from or any lower classification will be paid at the same step they were on when they retired. Those substituting in a higher classification from when they retired will be paid at Step 1.

Effective July 1, 2025
Board Approved: September 9, 2025